CERTIFIED SALARY SCHEDULE
2026-2027
School Year

Yrs. Exp.	Step	BA	BA + 10	BA + 20	BA + 30	BA + 45	MA	MA + 10	MA + 20	MA + 30
0	1	$43,500	$43,850	$44,200	$44,550	$44,900	$46,500	$46,850	$47,200	$47,550
1	2	$44,050	$44,400	$44,750	$45,100	$45,450	$47,050	$47,400	$47,750	$48,100
2	3	$44,600	$44,950	$45,300	$45,650	$46,000	$47,600	$47,950	$48,300	$48,650
3	4	$45,150	$45,500	$45,850	$46,200	$46,550	$48,150	$48,500	$48,850	$49,200
4	5	$45,700	$46,050	$46,400	$46,750	$47,100	$48,700	$49,050	$49,400	$49,750
5	6	$46,250	$46,600	$46,950	$47,300	$47,650	$49,250	$49,600	$49,950	$50,300
6	7	$46,800	$47,150	$47,500	$47,850	$48,200	$49,800	$50,150	$50,500	$50,850
7	8	$47,350	$47,700	$48,050	$48,400	$48,750	$50,350	$50,700	$51,050	$51,400
8	9		$48,250	$48,600	$48,950	$49,300	$50,900	$51,250	$51,600	$51,950
9	10		$48,800	$49,150	$49,500	$49,850	$51,450	$51,800	$52,150	$52,500
10	11		$49,350	$49,700	$50,050	$50,400	$52,000	$52,350	$52,700	$53,050
11	12			$50,250	$50,600	$50,950	$52,550	$52,900	$53,250	$53,600
12	13			$50,800	$51,150	$51,500	$53,100	$53,450	$53,800	$54,150
13	14			$51,350	$51,700	$52,050	$53,650	$54,000	$54,350	$54,700
14	15			$51,900	$52,250	$52,600	$54,200	$54,550	$54,900	$55,250
15	16			$52,450	$52,800	$53,150	$54,750	$55,100	$55,450	$55,800
16	17			$53,000	$53,350	$53,700	$55,300	$55,650	$56,000	$56,350
17	18				$53,900	$54,250	$55,850	$56,200	$56,550	$56,900
18	19				$54,450	$54,800	$56,400	$56,750	$57,100	$57,450
19	20				$55,000	$55,350	$56,950	$57,300	$57,650	$58,000
20	21				$55,550	$55,900	$57,500	$57,850	$58,200	$58,550
21	22				$56,100	$56,450	$58,050	$58,400	$58,750	$59,100
22	23					$57,000	$58,600	$58,950	$59,300	$59,650
23	24					$57,550	$59,150	$59,500	$59,850	$60,200
24	25						$59,700	$60,050	$60,400	$60,750
25	26						$60,250	$60,600	$60,950	$61,300
26	27								$61,500	$61,850
27	28									$62,400
28	29									$62,950
29	30									$63,500

Credit to be applied to the schedules MA+10 semester hours and above must be in the field of education. Undergraduate credit in the teaching field or in a desired teaching field may be counted for horizontal movement.

A teacher who has been frozen at the bottom of a schedule for a period of years and who then completes the required hours to move horizontally will move across the schedule and down one step following completion of the required work and the application.

A teacher, after 24 years of service with the Rocky Ford School District, will be given an additional $550.00 per year for each additional year worked beyond the steps of the BA+45 column, the MA column, the MA+10 column, the MA+20 column, or the MA+30 column.

A teacher who has gained National Board Certification will be given an additional $1000.00 per year on their contract.

Teachers on Special Assignment will be placed on the salary schedule according to degree and experience.

ADOPTED: MAY 5, 2026

SALARY SCHEDULE FOR CLASSIFIED PERSONNEL
July 1, 2026 - June 30, 2027 (12 Month Employees)
August 1, 2026 - July 31, 2027 (Less than 12 month Employees)

Steps	A	B	C	D	E
1	17.00	17.30	17.70	17.70	18.15
2	17.20	17.55	18.00	18.00	18.50
3	17.40	17.80	18.30	18.30	18.85
4	17.60	18.05	18.60	18.60	19.20
5	17.80	18.30	18.90	18.90	19.55
6	18.00	18.55	19.20	19.20	19.90
7	18.20	18.80	19.50	19.50	20.25
8	18.40	19.05	19.80	19.80	20.60
9	18.60	19.30	20.10	20.10	20.95
10	18.80	19.55	20.40	20.40	21.30
11	19.00	19.80	20.70	20.70	21.65
12	19.20	20.05	21.00	21.00	22.00
13	19.40	20.30	21.30	21.30	22.35
14	19.60	20.55	21.60	21.60	22.70
15	19.80	20.80	21.90	21.90	23.05
16	20.00	21.05	22.20	22.20	23.40
17	20.20	21.30	22.50	22.50	23.75
18	20.40	21.55	22.80	22.80	24.10
19	20.60	21.80	23.10	23.10	24.45
20	20.80	22.05	23.40	23.40	24.80
21	21.00	22.30	23.70	23.70	25.15
22	21.20	22.55	24.00	24.00	25.50
23	21.40	22.80	24.30	24.30	25.85
24	21.60	23.05	24.60	24.60	26.20
25	21.80	23.30	24.90	24.90	26.55

EXPERIENCE CREDIT: Credit may be given for outside experience up to 4 years. Transcripts or Certificates of Passed Assessment must be received in Central Office by September 1 of each year to move columns.

COLUMN A: Regular Rate of Pay (No Associate Degree, Not Highly Qualified or Bilingual)
COLUMN B: Highly Qualified (48 College Credits) or Tested Bilingual
COLUMN C: Associate Degree
COLUMN D: Highly Qualified (48 College Credits) and Tested Bilingual
COLUMN E: Associate Degree and Tested Bilingual

EMPLOYEES EXPERIENCE THAT EXCEEDS STEP 25 WILL BE RECEIVE A PERCENTAGE COST OF LIVING RAISE GIVEN ANNUALLY BY THE BOARD OF EDUCATION AND
THE FOLLOWING STEP RAISES:
COLUMN A - .20/hr.
COLUMN B - .25/hr.
COLUMN C or D - .30/hr.
COLUMN E - .35/hr.

Classified Personnel Salary Range

		Entry Level
District	Financial Secretary	12
	Superintendent's Secretary	15
Schools	Secretary	10
	Library – Media Paraprofessional	4
	Instructional Paraprofessional	1
	Intensive Health Aide	1
Maintenance	Custodian	1
	Head Custodian	15
	Custodian Temporary Helper	1
Transportation		
	Route Driver, Full-time Custodian with Fringe Benefits Paid at time and a half of regular salary	
	Route Driver, Part-time without Fringe Benefits	22.64/hour
	Trip Driver, Full-time Custodian with Fringe Benefits Paid at time and a half of regular salary	
	Trip Driver, Part-time without Fringe Benefits	19.98/hour
	Bus Driver in Training/Bus Aide	1

ADOPTED: May 5, 2026

Support Staff Salary Agreements
July 1, 2026 – June 30, 2027

	Starting Salary:
Transportation:	
Mechanic/Transportation Director, Salaried Position 12 month position (Salary increases will be based on base and step increases of the classified salary schedule)	$50,000
Business:	
Manager, Salaried Position 12 month position (Salary increases will be based on base and step increases of the classified salary schedule)	$70,000
Technology:	
Director, Salaried Position 12 month position (Salary increases will be based on base and step increases of the classified salary schedule)	$60,000
Support, Salaried Position 10 month position (Salary increases will be based on base and step increases of the classified salary schedule)	$40,000
Health Care:	
School Nurse, Salaried Position 10 month position (Salary increases will be based on base and step increases of the classified salary schedule)	$50,000
Maintenance:	
Director, Salaried Position 12 month position (Salary increases will be based on base and step increases of the classified salary schedule)	$60,000

ADOPTED: MAY 5, 2026

Administration Salary Schedule
2026-27

		RFJSHS	7-12	K-6
Experience	Step	Principal	Asst. Principal	Asst Principal
0	1	82400	72100	72100
1	2	83400	73100	73100
2	3	84400	74100	74100
3	4	85400	75100	75100
4	5	86400	76100	76100
5	6	87400	77100	77100
6	7	88400	78100	78100
7	8	89400	79100	79100
8	9	90400	80100	80100
9	10	91400	81100	81100
10	11	92400	82100	82100
11	12	93400	83100	83100
12	13	94400	84100	84100
13	14	95400	85100	85100
14	15	96400	86100	86100
15	16	97400	87100	87100
16	17	98400	88100	88100
17	18	99400	89100	89100
18	19	100400	90100	90100
19	20	101400	91100	91100
ADOPTED: MAY 5, 2026				

Counselor Salary Schedule
2026-2027

		Counselor
Experience	Step	
0	1	58350
1	2	59350
2	3	60350
3	4	61350
4	5	62350
5	6	63350
6	7	64350
7	8	65350
8	9	66350
9	10	67350
10	11	68350
11	12	69350
12	13	70350
13	14	71350
14	15	72350
15	16	73350
16	17	74350
17	18	75350
18	19	76350
19	20	77350
ADOPTED: MAY 5, 2026		

EXTRA-DUTY SALARY SCHEDULE – 2026-2027 SCHOOL YEAR

(Stipend based on base salary of the 2026-2027 Certified Salary Schedule)

Step	A	B	C	D
1	10.0% - 4350	7.5% - 3263	4.5% - 1958	3.0% - 1305
2	10.5% - 4568	8.0% - 3480	5.0% - 2175	3.5% - 1523
3	11.0% - 4785	8.5% - 3698	5.5% - 2393	4.0% - 1740
4	11.5% - 5003	9.0% - 3915	6.0% - 2610	4.5% - 1958
5	12.0% - 5220	9.5% - 4133	6.5% - 2828	5.0% - 2175
6	12.5% - 5438	10.0% - 4350	7.0% - 3045	5.5% - 2393
7	13.0% - 5655	10.5% - 4568	7.5% - 3263	6.0% - 2610
8	13.5% - 5873	11.0% - 4785	8.0% - 3480	6.5% - 2828
9	14.0% - 6090	11.5% - 5003	8.5% - 3698	7.0% - 3045
10	14.5% - 6308	12.0% - 5220	9.0% - 3915	7.5% - 3263

EXTRA DUTY ASSIGNMENTS	A	B	C	D
High School Head Football	X			
High School Head Basketball – Boys & Girls	X			
High School Head Wrestling – Boys & Girls	X			
High School Head Baseball	X			
High School Head Track	X			
High School Head Volleyball	X			
High School Head Softball	X			
High School Head Cross Country	X			
High School Head Cheerleading	X			
High School Head Golf – Boys & Girls	X			
Jr High Athletic Director	X			
High School/JH Marching & Pep Band	X			
High School Annual/Business Publications		X		
High School Assistant Football – (2)		X		
High School Assistant Basketball – Boys & Girls		X		
High School Assistant Wrestling – Boys & Girls		X		
High School Assistant Baseball		X		
High School Assistant Track – (2)		X		
High School Assistant Volleyball		X		
High School Assistant Softball		X		
High School Assistant Cross Country		X		
High School Assistant Cheerleading		X		
High School Assistant Marching Band Percussion/Color Guard - (2)		X		
High School Student Council Sponsor			X	
High School FBLA			X	
High School FFA – (2)			X	
High School CTE Coordinator			X	
High School Drama			X	
High School Science Fair Coordinator			X	
Jr High School Head Football			X	
Jr High School Head Volleyball			X	
Jr High School Head Cross Country			X	
Jr High School Head Basketball – Boys (1) & Girls (1)			X	
Jr High School Head Wrestling – Boys (1) & Girls (1)			X	
Jr High School Head Track			X	
Jr High School Head Baseball			X	
Jr High School Head Cheerleading			X	
Jr High School Student Council			X	
Elementary Choir Storytellers - (2)			X	
Chess Club			X	
High School Knowledge Bowl				X
Jr High School Knowledge Bowl				X
Jr High School Assistant Football – (2)				X
Jr High School Assistant Cross Country				X
Jr High School Assistant Wrestling – Boys (1) & Girls (1)				X
Jr High School Assistant Track – (2)				X
Jr High School Assistant Baseball				X
Jr High School Assistant Basketball – Boys (1) & Girls (1)				X
Jr High School Assistant Cheerleading				X
Elementary School Student Council				X
Elem/Jr High/High School Destination Imagination - (2)				X
Gifted & Talented Coordinator - (2)				X

Assignments Not Classified According to Schedule:

Junior Class Sponsor(s)	(1 sponsor)	$ 750.00
	(2 sponsors)	$ 375.00 each
RFHS Concession Stand Operator		40% of net sales
504 Officer		$ 500.00
Concurrent Teacher		$10.00 per credit hour
Concurrent Counselor		$ 3.00 per credit hour

IMPLEMENTATION:

1. Persons hired to RFHS head coaching positions are allowed a maximum of six years experience for out-of-district high school level head coaching experience in the same sport as they are now assigned in R 2. Persons hired to RFHS assistant coaching positions will receive one year's experience for every two years as a high school level coach. Persons are allowed a maximum of six years of out-of-district high school level coaching experience (which would count as three years) in the same sport as they are now assigned in R2.

2. When moved to a head coach position at RFHS, an assistant coach from RFHS or a middle school coach will receive one year's experience for every two years as a coach.

3. RFHS Athletic Director will conduct a mandatory athletic meeting for all high school and middle school coaches at the first of the school year. RFHS head coaches are encouraged to conduct one inservice clinic for next level coaches each year. The Athletic Director must approve plans for the clinics.

4. When a vacant position is filled, persons interested in academic extra curricular sponsorship will be required to establish their plan of action of the program with administration.

** Vocational Club Sponsorships – Criteria for determining number of sponsors required to maintain quality vocational student organizations. Criteria will not restrict principal/sponsor from agreeing on a plan for shared sponsorship.

1. The vocational organization must include the following activities:
   a. Moneymaking projects which are used by the membership to further the leadership, service and social activities of the membership.
   b. Participation in local, district and state conferences.
   c. Participation in the activities of the school.
   d. Planned social/recreational activities for the membership.

2. The extent to which sponsorship requires time outside of regular school day, weekends and school year will be a factor in determining number of sponsors.

3. All sponsors must agree to be available to accompany students to out-of-town and overnight trips for conferences and approved social activities.

4. All sponsors must agree to assist in preparation of students for competition in district and state competition outside of the regular school hours.

ADOPTED: May 5, 2026

Rocky Ford School District No. R 2, Rocky Ford, Colorado